The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

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CPC Salary Survey

A study of 1985-1986 beginning offers / January 1986

The debate goes on. Is today's strong economy living on borrowed money, borrowed luck, and borrowed time, awaiting a crisis to develop? Or, as others contend, will the economy continue to accelerate? Right now, the more optimistic version appears to be gathering support, buoyed by the decline in crude oil prices, the year-end rise in employment, and the continued strength of consumer spending.

This January *Salary Survey* report lends further support to the optimists. Twenty-one disciplines at the bachelor's level received a sufficient number of offers to allow meaningful comparisons with last year's closing figures. Of these disciplines, 15 reported increases in starting salary offers since July, most in the 1 percent to 3 percent range. Salaries for the six other disciplines fell below last year's closing figures.

As usual, petroleum engineering topped the salary chart, averaging $2,725 a month—a 5.5 percent gain since July. Chemical engineering came in second, increasing 2.7 percent to $2,433.

The average salary for electrical engineering, which took a surprising downturn in December, increased 0.4 percent over last year's closing figure. However, the number of job offers in this category, usually a high-demand field, dropped significantly since last January.

Mechanical engineering and computer science also reported significantly fewer job offers than they did a year ago, although both posted salary gains since July—1 percent and 3.5 percent, respectively.

Business administration reported decreases in both number of job offers and salary. At $1,625, the average monthly salary for this discipline fell slightly short of July's average of $1,636. Two other business disciplines fared better. Accounting reported a 3.7 percent salary increase, bringing the average monthly offer to $1,760. Marketing and distribution rose 2.8 percent to $1,592.

The volume of offers at the master's level was fairly limited, with decreases in job offers reported in almost all categories.

The CPC Salary Survey report continues to evolve and expand to meet the information needs of our constituents.

There are two major changes for this reporting year:

- A standard classification system for categorizing and defining categories has been adopted;
- Data have been collected on an expanded number of categories.

This means that several new categories have been added, a few have undergone name changes, and several have been split to provide more precise reporting. Complete definitions for occupational titles and employer categories are enclosed separately.

The January report covers the period from September 1, 1985, through January 10, 1986. The data include offers made to students graduating between September 1, 1985, and August 31, 1986. The 183 placement offices at the 161 participating colleges and universities reported 6,566 bachelor's offers, 642 offers to inexperienced and 89 offers to experienced master's degree candidates, and 116 doctoral offers.

Additional copies of this report may be obtained for $1.50 each.

Judith O'Flynn Kayser
Manager, Statistical Services

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 183 placement offices at 161 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1985	Percentiles		
	January 1986	January 1985	January 1986	July 1985		90th	50th	10th
Business								
Accounting	1,760	1,684	$1,760	$1,697	3.7%	$1,958	$1,750	$1,583
Business Administration & Mgmt.	333	635	1,625	1,636	– 0.7	2,075	1,583	1,250
Management Information Systems	158	N/A	1,863	N/A	N/A	2,250	1,916	1,416
Marketing & Distribution	319	416	1,592	1,548	2.8	1,917	1,583	1,250
Humanities and Social Sciences								
Economics[1]	53	73	1,635	1,729	– 5.4	2,000	1,558	1,300
Humanities	63	137	1,463	1,461	0.1	1,833	1,500	1,100
Social Sciences	59	206	1,526	1,545	– 1.2	2,054	1,500	1,050
Engineering								
Aerospace & Aeronautical	143	82	2,276	2,230	2.1	2,491	2,292	2,015
Chemical	268	295	2,433	2,369	2.7	2,580	2,470	2,250
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	262	238	1,989	1,969	1.0	2,355	1,969	1,667
Electrical (incl. Computer Engrg.)	1,276	1,674	2,293	2,283	0.4	2,550	2,350	1,930
Geological	7	11	2,019	2,105	*	*	*	*
Industrial	216	232	2,253	2,191	2.8	2,500	2,296	1,922
Mechanical	764	927	2,284	2,259	1.1	2,500	2,332	1,950
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	51	47	2,301	2,279	1.0	2,500	2,333	2,000
Mining & Mineral	†	10	†	2,190	†			
Nuclear (incl. Engrg. Physics)	27	21	2,253	2,283	– 1.3	2,400	2,300	1,933
Petroleum	73	104	2,725	2,583	5.5	2,925	2,760	2,300
Engineering Technology	133	155	2,179	2,137	2.0	2,417	2,208	1,712
Sciences								
Agricultural Sciences	33	49	1,485	1,474	0.8	1,990	1,375	1,099
Allied Health Professions	8	72	1,693	1,780	*	*	*	*
Biological Sciences	11	26	1,767	1,433	*	*	*	*
Chemistry	22	19	2,017	1,897	6.3	2,500	2,100	1,250
Computer Science	456	642	2,154	2,082	3.5	2,500	2,177	1,833
Mathematics	44	42	1,916	2,047	– 6.4	2,351	1,917	1,485
Other Physical & Earth Sciences	27	35	1,876	1,945	– 3.6	2,300	2,100	1,199
	6,566	7,832						

N/A – No historic data available

[1] Includes economics programs with both business and social science orientation

* Not computed for fewer than 20 offers

† No offers reported

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas - Fayetteville
Auburn

Baylor
Bentley
Boston
Bridgeport
Brigham Young
Brown
Bucknell

Calif. Inst. Tech.
California - Los Angeles
Calif. Poly State - San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly - Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado

Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell

Dartmouth
Delaware
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.

East Texas State

Fairleigh Dickinson - Teaneck
Florida A & M

George Washington
Georgia
Georgia Tech
Grambling State
Grove City

Houston

Idaho
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
Iowa - Engineering

Iowa State
—Engineering
—Science, Humanities

Jackson State
Johnson & Wales

Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky

Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech

Maine - Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering

—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Mount Holyoke

Nebraska - Lincoln
Nevada - Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northern Colorado
Northwestern
Northwestern
—Kellogg Grad Sch.

Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
—Engineering
—Univ. Placement
Oregon
Oregon State

Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland State
Princeton
Purdue

Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick

San Diego State
San Jose State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Southwest Missouri State
Stanford
SUNY - Buffalo

Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M

Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane

Union
Utah
Utah State

Vanderbilt
Vanderbilt - Owen Grad Sch.
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech

Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Washington Univ. - Sch. of Bus.
Wayne State
West Virginia
Western Washington
Williams
Wisconsin - Madison
—Arts
—Business
—Engineering
Worcester Poly

Yale - Org. & Mgmt.

AVERAGE MONTHLY SALARY OFFERS

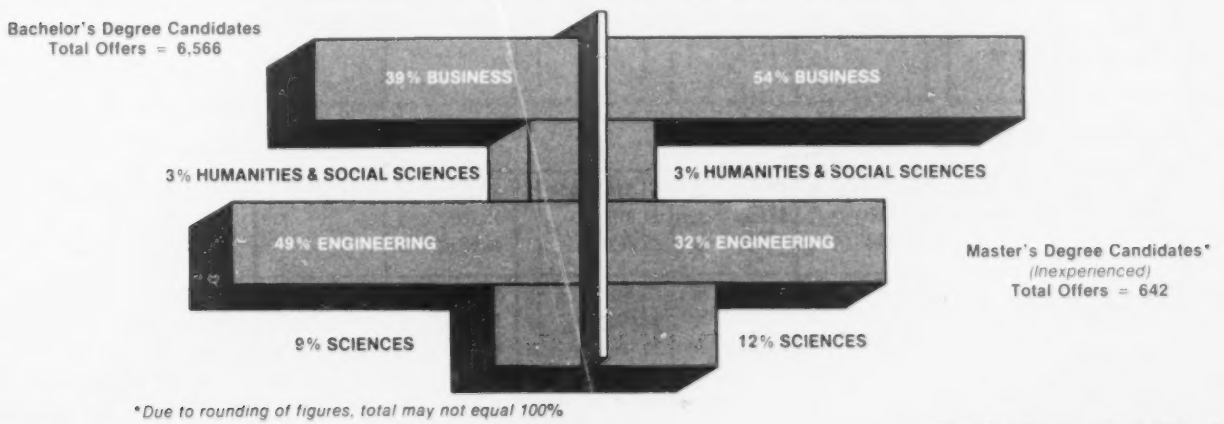
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Occupational Title For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1985	Percentiles		
	January 1986	January 1985	January 1986	July 1985		90th	50th	10th
Administrative & Management Occupations								
Accountants & Auditors	1,739	1,728	$1,760	$1,705	3.2%	$1,958	$1,750	$1,583
Business Administration	91	423	1,664	1,635	1.8	2,002	1,690	1,083
**Financial Analysts (Finance & Economics)	34	173	1,762	1,743	1.1	2,200	1,788	1,300
Management Trainee	376	N/A	1,584	N/A	N/A	2,080	1,500	1,200
Personnel & Labor Relations	25	26	1,664	1,680	– 1.0	2,000	1,700	1,199
Computer & Mathematical Occupations								
Computer Programmers	286	N/A	2,050	N/A	N/A	2,400	2,083	1,667
**Computer Scientists (incl. Systems Analysts) (EDP-Programming/Systems)	285	682	2,155	2,107	2.3	2,500	2,183	1,792
Mathematicians/Statisticians	27	36	1,725	1,938	–11.0	2,208	1,700	1,200
Marketing & Sales Occupations								
**Advertising/Marketing (Merchandising/Sales Promotion)	75	356	1,667	1,501	11.1	2,083	1,677	1,250
**Retail/Wholesale Sales (Sales—Nontechnical Degree)	221	282	1,615	1,593	1.4	1,917	1,617	1,250
Technical Sales	67	34	1,819	2,167	–16.1	2,335	1,833	1,400
All Other Occupations								
Communications Occupations	27	86	1,786	1,635	9.2	2,400	1,708	1,208
Engineers (Engrg. Degree Required)	3,133	3,558	2,281	2,265	0.7	2,550	2,333	1,925
Farm & Natural Resources Mgmt.	14	27	1,782	1,466	*	*	*	*
Health-Related Occupations	14	82	1,600	1,704	*	*	*	*
Insurance & Real Estate Occupations	20	N/A	1,680	N/A	N/A	1,918	1,609	1,400
**Production Occupations (Manufacturing & or Industrial Operations)	49	107	1,974	2,082	– 5.2	2,425	2,165	1,167
Researchers—Nonscientific	14	27	1,706	1,882	*	*	*	*
Researchers—Scientific	46	78	2,069	2,030	1.9	2,548	2,100	1,250
**Social Workers & Recreational Workers (Community & Service Orgs. Work)	8	34	1,390	1,268	*	*	*	*
Transportation & Distribution	15	N/A	1,771	N/A	N/A	*	*	*
	6,566	7,739#						

**Category name changed, the bracketed name indicates former category, on which historical data are based. See enclosed definitions.
N/A— No historic data available.
* Not computed for fewer than 20 offers.
# Total does not include the categories of Rotational Training—Technical and Nontechnical, which have been deleted from this year's report.

PROPORTION OF OFFERS BY CURRICULAR AREA



*Due to rounding of figures, total may not equal 100%

Monthly beginning salary offers to all candidates by curriculum and employer

January 1986 ■ Data combined for men and women

This diagram indicates arrangement of dat

NONTECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFAC: Aerospace[1]	MANUFAC: Automotive & Mechanical Equipment	MANUFAC: Building Materials Mfrs. & Construction	MANUFAC: Chemicals, Drugs, & Allied Products	MANUFAC: Computers[1] & Business Machines
BACHELOR'S DEGREE								
Accounting	$1,770 1,497 $1,959 $1,600	$1,567 29 $1,916 $1,300	$1,648 35 $1,960 $1,300	$1,761 18	$1,569 4	$1,440 1	$1,954 2	$1,717 3
Business Administration & Management	$1,833 1	$1,621 57 $2,100 $1,250	$1,504 136 $1,875 $1,200	$1,876 20 $2,253 $1,680	$1,767 2	$1,842 7	$1,750 5	$1,612 25 $2,000 $1,333
Management Information Systems	$1,817 10	$1,785 28 $2,000 $1,500	$1,673 33 $2,200 $1,200	$2,124 13	$1,664 3	$1,950 2	$2,550 1	$1,939 18
Marketing & Distribution	$1,557 5	$1,503 10	$1,535 191 $1,875 $1,200	$1,678 3	$1,730 2	$1,798 5	$1,668 8	$1,616 20 $1,860 $1,500
Economics	$1,834 4	$1,592 15	$1,526 19	$1,800 2	$2,542 2	$1,520 1		$1,556 3
Humanities	$2,000 1	$1,277 3	$1,432 29 $1,833 $1,125				$1,479 4	$1,403 3
Social Sciences		$1,219 3	$1,516 31 $1,916 $1,050	$1,814 2	$1,967 2	$1,417 1		$ 850 1
MASTER'S DEGREE-INEXPERIENCED								
MBA—Nontechnical Undergraduate Degree	$2,186 56 $2,500 $1,875	$2,213 41 $2,583 $1,710	$1,998 21 $2,390 $1,500		$2,000 1		$2,834 4	$2,475 4
MBA—Technical Undergraduate Degree	$2,250 3	$2,639 3	$2,541 3	$2,125 2	$2,917 1		$2,420 1	
BACHELOR'S SUMMARY								
Nontechnical Curricula	$1,770 1,518 $1,960 $1,600	$1,615 145 $2,000 $1,250	$1,536 474 $1,916 $1,200	$1,881 58 $2,250 $1,629	$1,818 15	$1,774 17	$1,723 20 $1,950 $1,500	$1,677 73 $2,083 $1,335
Technical Curricula	$2,050 25 $2,250 $1,900	$1,779 35 $2,250 $1,333	$2,112 95 $2,500 $1,508	$2,325 948 $2,513 $2,125	$2,305 201 $2,541 $2,040	$2,073 142 $2,425 $1,670	$2,394 291 $2,550 $2,200	$2,296 168 $2,480 $2,090

[1]Category name change. See enclosed definitions. [2]New category. See enclosed definitions.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

'URING ■ INDUSTRIAL							GOV'T ■ NONPROFIT		
ectrical &[1] lectronic h. & Equip.	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Utilities—Public (incl. Transportation)	Federal Government	Local/State Government	Nonprofit Orgs. & Educational Institutions
'39 13	$1,787 19	$1,867 3	$1,655 3	$1,840 57 $2,000 $1,720	$1,835 1	$1,762 29 $1,917 $1,583	$1,454 9	$1,593 34 $1,730 $1,483	$1,375 3
04 7	$1,734 23 $2,208 $1,333	$1,797 7		$1,874 12	$1,310 3	$1,839 14	$1,480 7	$1,724 4	$1,353 3
04 8	$1,906 4	$1,750 2	$2,000 4	$2,109 15	$1,667 6	$2,015 6	$1,350 2	$1,773 1	$1,833 2
05 18	$1,660 17	$1,694 9	$1,755 7	$1,930 12	$2,000 1	$1,633 8	$1,268 2	$1,600 1	
	$1,576 1			$1,867 2	$1,600 1		$1,484 2	$1,708 1	
42 4	$1,514 3				$1,100 1	$1,625 3	$1,199 1	$1,408 4	$1,480 7
62 3	$1,760 4	$1,759 2			$2,291 1		$1,542 1	$1,456 4	$1,086 4
33 1	$2,050 4	$1,813 2		$2,382 10	$2,133 5	$2,057 4	$1,691 2	$1,500 1	
70 3	$2,425 1				$2,450 3	$3,100 1	$2,225 2		
85 53 75 00	$1,730 71 $2,165 $1,445	$1,758 23 $2,000 $1,500	$1,803 14	$1,897 98 $2,090 $1,715	$1,625 14	$1,781 60 $2,083 $1,500	$1,433 24 $1,583 $1,199	$1,584 49 $1,800 $1,346	$1,398 19
22 514 16 83	$2,258 117 $2,583 $1,500	$2,389 79 $2,550 $2,200	$2,280 48 $2,550 $2,000	$2,512 260 $2,850 $2,100	$2,142 104 $2,500 $1,808	$2,290 266 $2,500 $1,969	$1,868 398 $2,178 $1,559	$1,793 108 $2,100 $1,511	$1,940 22 $2,550 $1,133

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace[1]	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Computers[2] & Business Machines
Aerospace & Aeronautical Engineering			$2,666 1	$2,322 105 $2,491 $2,150	$2,281 9	$1,853 3		$2,488 2
Chemical Engineering	$2,000 1			$2,272 9	$2,610 4	$2,485 3	$2,453 115 $2,550 $2,325	$2,343 2
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)		$1,750 1	$2,204 2	$2,384 6	$1,979 4	$1,987 74 $2,183 $1,755	$2,228 2	$2,350 1
Electrical Engineering (incl. Computer Engrg.)	$2,084 2	$1,889 3	$2,293 27 $2,500 $2,000	$2,383 383 $2,565 $2,167	$2,418 52 $2,575 $2,250	$2,348 17	$2,494 29 $2,730 $2,330	$2,385 78 $2,500 $2,250
Geological Engineering						$1,950 2		
Industrial Engineering	$2,097 8	$1,918 1	$1,508 1	$2,271 30 $2,450 $2,100	$2,287 11	$2,250 4	$2,352 38 $2,425 $2,250	$2,237 13
Mechanical Engineering		$2,063 2	$2,140 5	$2,337 207 $2,500 $2,200	$2,296 92 $2,500 $2,083	$2,156 24 $2,425 $1,580	$2,426 59 $2,575 $2,335	$2,303 12
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,246 9	$2,359 10		$2,343 7	
Mining & Mineral Engineering								
Nuclear Engineering (incl. Engrg. Physics)				$2,383 1		$2,250 1	$2,367 3	
Petroleum Engineering		$2,000 1	$2,800 1		$2,300 1			
Engineering Technology		$1,513 2	$2,825 1	$2,208 69 $2,383 $2,000	$2,180 7	$2,015 11		$2,230 3
Agricultural Sciences		$1,161 3	$1,372 3		$1,250 1	$1,300 1	$2,042 3	
Allied Health Professions			$1,246 2				$2,070 1	
Biological Sciences	$1,791 1				$1,500 1		$2,246 4	
Chemistry			$1,525 2	$2,318 1			$2,206 8	
Computer Science	$2,039 13	$1,834 17	$2,115 45 $2,500 $1,648	$2,220 109 $2,500 $1,908	$2,088 7	$2,040 2	$2,309 13	$2,202 52 $2,417 $1,966
Mathematics		$1,821 5	$1,921 4	$2,181 13	$1,500 1		$1,416 1	$1,962 5
Other Physical & Earth Sciences			$1,290 1	$2,271 6	$2,250 1		$1,933 8	

[1]Category name change. See enclosed definitions. [2]New category. See enclosed definitions.

ctrical & ectronic & Equip.	Food & Beverage Processing	Glass Paper Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research & or Consulting Organizations	Utilities—Public (incl. Transportation)	GOV'T ■ NONPROFIT Federal Government	Local/State Government	Nonprofit Orgs & Educational Institutions
46 9						$1,833 1	$1,965 12		$2,417 1
81 14	$2,472 28 $2,583 $2,370	$2,444 23 $2,550 $2,333	$2,435 2	$2,514 48 $2,633 $2,256	$2,308 4	$2,389 6	$1,882 8	$2,100 1	
52 5		$2,267 3	$2,056 3	$2,540 16	$2,021 33 $2,180 $1,900	$2,054 23 $2,316 $1,829	$1,880 15	$1,789 74 $1,969 $1,600	
165 268 33 08	$2,443 9	$2,499 8	$2,381 6	$2,496 23 $2,625 $2,375	$2,510 22 $3,033 $2,333	$2,365 112 $2,500 $2,190	$1,880 218 $2,208 $1,559	$1,983 14	$2,363 5
					$1,875 1	$2,425 1	$1,977 3		
278 22 26 01	$2,416 24 $2,583 $2,197	$2,279 16	$2,306 8	$2,600 1	$2,060 5	$2,258 15	$1,834 18		$2,921 1
312 99 175 100	$2,298 33 $2,500 $2,227	$2,412 24 $2,500 $2,292	$2,288 15	$2,462 45 $2,675 $2,100	$2,284 8	$2,352 54 $2,500 $2,210	$1,879 79 $2,100 $1,559	$1,819 5	$1,700 1
386 10		$2,213 2	$2,370 6	$2,500 1	$2,100 1	$2,450 1	$1,900 4		
165 3				$2,250 1	$2,200 3	$2,337 12	$1,897 3		
700 1				$2,742 68 $2,925 $2,350		$2,700 1			
144 24 846 900	$2,500 2			$2,840 4	$1,500 1	$2,155 3	$1,846 2	$2,011 4	
	$1,540 16			$2,525 1	$1,000 1		$1,099 1	$1,341 1	$1,063 2
000 1						$2,295 1	$1,583 1	$1,340 1	$1,762 1
					$1,500 1	$1,470 3		$1,250 1	
	$2,325 3			$2,025 4	$2,000 1			$1,646 1	$1,317 2
247 56 58 76	$1,862 2	$2,305 3	$2,143 8	$2,255 44 $2,547 $2,088	$2,052 20 $2,375 $1,808	$2,153 33 $2,500 $1,833	$1,907 20 $2,241 $1,633	$1,409 4	$1,952 8
58 1				$2,396 2	$1,917 1		$1,507 9	$2,000 1	$1,700 1
04 1				$1,900 2	$1,725 2		$1,637 5	$1,080 1	

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers: January 1986	Number of Offers: January 1985	Average $ Offers: January 1986	Average $ Offers: July 1985	Percent Change in $ Offers from July 1985	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Business								
Accounting	145	165	$2,097	$2,055	2.0%	$2,500	$2,100	$1,708
MBA—Nontechnical Undergraduate								
Less than 1 year	156	192	2,180	2,382	− 8.5	2,500	2,186	1,667
Over 1 to 2 years[2]	45	30	2,357	2,690	−12.4	3,147	2,316	1,700
Over 2 to 4 years[2]	20	19	2,399	2,840	−15.5	3,000	2,275	1,900
Over 4 years[2]	10	23	2,275	2,845	*	*	*	*
MBA—Technical Undergraduate								
Less than 1 year	23	39	2,487	2,537	− 2.0	2,917	2,425	2,157
Over 1 to 2 years[2]	8	6	2,384	2,812	*	*	*	*
Over 2 to 4 years[2]	6	2	2,794	2,934	*	*	*	*
Over 4 years[2]	†	6	†	2,913	†			
MS—Business (incl. Management, Marketing, Finance, etc.)	19	29	2,360	2,454	*	*	*	*
Administration (incl. Public, Hospital, etc.)	1	12	1,750	2,223	*	*	*	*
Industrial Mgmt. (incl. Industrial Admin.)	3	4	2,497	2,405	*	*	*	*
Humanities and Social Sciences								
Humanities	10	13	1,510	1,514	*	*	*	*
Social Sciences	8	35	1,552	1,771	*	*	*	*
Engineering								
Chemical	14	18	2,578	2,596	*	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	31	59	2,407	2,363	1.9	2,817	2,366	2,125
Electrical (incl. Computer Engrg.)	89	203	2,804	2,727	2.8	3,000	2,833	2,541
Industrial	6	19	2,675	2,469	*	*	*	*
Mechanical	57	77	2,699	2,621	3.0	3,000	2,700	2,275
Metallurgical (incl. Metallurgy & Ceramic Engrg.)[3]	6	12	— 2,589	2,517	*	*	*	*
Nuclear (incl. Engrg. Physics)	†	7	†	2,582	†			
Sciences								
Chemistry	3	6	2,403	2,177	*	*	*	*
Computer Science	52	90	2,633	2,584	1.9	3,000	2,708	2,075
Geology & Related Geological Sciences	11	37	2,397	2,572	*	*	*	*
Mathematics	8	6	2,441	2,337	*	*	*	*
	731	1,109						

Doctoral Candidates

Engineering								
Chemical	30	18	$3,506	$3,405	3.0%	$3,700	$3,500	$3,333
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1	2	2,166	2,507	*	*	*	*
Electrical (incl. Computer Engrg.)	19	18	3,688	3,542	*	*	*	*
Mechanical	10	9	3,572	3,168	*	*	*	*
Metallurgical (incl. Metallurgy, Materials Engrg. / Science & Ceramics)[3]	11	8	3,564	3,260	*	*	*	*
Sciences								
Chemistry	23	33	3,011	3,032	− 0.7	3,400	3,142	1,750
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	1	4	2,851	2,977	*	*	*	*
Physics	21	12	3,522	3,176	10.9	4,000	3,667	2,917
	116	104						

[1] One year or less of full-time, nonmilitary employment unless otherwise indicated.
[2] Years of previous full-time, nonmilitary employment.
* Not computed for fewer than 20 offers.
† No offers reported.
[3] Previously reported under "Sciences" heading.

OCCUPATIONAL CLASSIFICATION DEFINITIONS

ADMINISTRATIVE & MANAGEMENT-RELATED OCCUPATIONS

Accountants & Auditors - Includes occupations primarily concerned with planning and administering accounting services, advising on accounting problems, and planning and conducting audits of accounts of industrial, governmental, and other organizations and private individuals.

Business Administration - Includes all nontechnical positions of a management and management-support nature such as administrative assistant, purchasing agent, secretaries (4-year degree), etc. Supervisors of production occupations are classified under Production Occupations.

Financial Analysts - [Formerly Finance & Economics on which December 1984 and July 1985 data are based.] Includes occupations involving examining, analyzing, and interpreting financial data affecting investment programs. May perform research and make analyses relative to losses and adverse financial trends and suggest remedial measures.

Management Trainee - Performs duties under direction of experienced personnel to gain knowledge and experience required for promotion to managerial position.

Personnel & Labor Relations - Includes occupations primarily concerned with implementing management policies related to personnel administration and labor relations by performing activities such as representing management or labor in collective bargaining procedures, participating in programs of recruitment, selection, placement, training, compensation, and promotion and separation, and conducting vocational training, rehabilitation, and other employment development programs.

COMPUTER & MATHEMATICAL OCCUPATIONS

Computer Programmers - [Formerly included under the combined category of EDP Programming Systems. It is now presented as a separate category.] Includes occupations concerned with writing specific programs by breaking down each step into a series of coded instructions using one of the languages developed especially for computers. Also includes testing the operation of the programs, and preparing instruction sheets for the computer operator who will run the programs.

Computer Scientists (incl. Systems Analysts) - [Formerly included under the combined category of EDP Programming Systems on which December 1984 and July 1985 data are based.] Includes occupations concerned with utilization of the computer in the analysis and solution of business, scientific, engineering, and other technical problems. Includes analyzing computer systems, and providing advice on availability and use of electronic data-processing resources, capabilities, and technological development.

Mathematicians/Statisticians - Includes occupations concerned with the development of methodology in mathematical concepts, mathematical statistics, and the application of original and standardized mathematical techniques to the solution of specific problems and situations. Includes the use of statistical tools for planning and conducting surveys and censuses, developing questionnaires, evaluating reliability of sources of data, preparing tables and graphs, and writing reports on sources of data. Also includes positions involving the application of mathematics, probability, statistics, principles of finance and business to problems in life, health, social, and casualty insurance, annuities, and pensions.

MARKETING & SALES OCCUPATIONS

Advertising/Marketing - [December 1984 and July 1985 data are from the former category Merchandising/Sales Promotion.] Includes occupations concerned with planning, organizing, and directing advertising activities as well as occupations involving soliciting business for display or classified advertising, selling art work to advertising agencies or individual firms for use in composing advertising material, and selling advertising time on radio and television programs. Also includes occupations concerned with formulating marketing policies, identification of target markets, conducting market research, and directing sales activities of an organization.

Retail/Wholesale Sales - [December 1984 and July 1985 data are from former category Sales—Non-technical.] Includes occupations concerned with selling commodities in wholesale and retail establishments as well as occupations involving selling products of manufacturers to wholesale and retail establishments.

Technical Sales - Includes occupations concerned with sales activities requiring specialized knowledge of the technology of the composition, utilization, and maintenance of the goods or equipment sold, selling scientific and technical products and services of a chemical, mechanical, electrical, or electronic nature or light, heat, and power services, advising customers on the application, installation, and operation of technical equipment, and preparing or arranging for preparation of financial and operational estimates to show cost reduction or efficiency increase resulting from proposed changes in materials, machines, or methods.

ALL OTHER OCCUPATIONS

Communications Occupations - Includes occupations involving editing, writing, reporting news items and features, announcing, and publishing of all types. It also includes occupations involving promoting or creating goodwill for individuals or organizations by writing or selecting favorable material and releasing it through various communications media. Not included is public relations work involved with marketing a product or service. Those occupations would be classified in the category of Advertising/Marketing.

Engineers (Engineering Degree Required) - Includes occupations concerned with the application of physical laws and principles of engineering for the development and utilization of machines, materials, instruments, processes, and services. Engineering technologists are also included in this group.

Farm & Natural Resources Management - Includes agriculture and food scientists involved in the application of scientific principles to problems related to food and fibre, and horticulture. Also includes forestry and conservation scientists involved in the development, production, conservation, and utilization of the natural resources of forests, protection of resources against fire, insects, diseases, floods, and erosion; discovery and interpretation of principles and facts upon which the management of forest land rests; and development of new, improved, or more economic scientific methods, practices, techniques, and instruments necessary to perform such work.

Health-Related Occupations - Includes occupations in the allied medical professions such as physical, occupational, music, and speech therapists; also medical technologists, medical laboratory assistants, and nurses (4-year degree).

Insurance & Real Estate Occupations - Includes occupations involving selling life, endowment, fire, accident, and other types of insurance to clients, and determining if applicants are good risks. This group also includes occupations involving renting, buying, selling, and appraising property on behalf of clients.

Production Occupations - [Formerly Manufacturing &/or Industrial Operations on which December 1984 and July 1985 data are based.] Includes occupations concerned with actual production operations, such as production planning, scheduling, expediting, or quality control. It also includes occupations concerned with the supervising of these functions.

Researchers-Nonscientific - Includes occupations involving research in nonscientific areas such as opinion research, media and editorial research, and paralegal positions.

Researchers-Scientific - Includes occupations concerned with the application of scientific knowledge to the conduct of research and development.

Social Workers & Recreational Workers - [Formerly Community & Service Organizations Work on which December 1984 and July 1985 data are based.]

(Continued)

Includes occupations involving counseling and giving aid to individuals and families requiring assistance of social service agencies. Also included are occupations involving organizing and supervising social, recreational, and cultural activities.

Transportation & Distribution Occupations - Includes occupations concerning the operating and controlling of equipment used to transport people or materials using vehicles. It includes actual delivery, physical transportation, warehousing, and storage. Includes such positions as utilities dispatchers, flight attendants, pilots, traffic controllers, distribution managers, and traffic managers.

EMPLOYER CLASSIFICATION DEFINITIONS

BUSINESS

Accounting - Includes firms engaged primarily in public accounting.

Banking, Finance, & Insurance - Includes finance firms such as banks and trust companies, other credit agencies, holding (but not predominantly operating) companies, other investment companies, brokers, and securities and commodity firms. All types of insurance firms, agents, and brokers, and real estate agencies, title companies, and developers are also included.

Merchandising & Services - Includes establishments engaged in services other than manufacturing products. Examples are: retail/wholesale establishments, distributors of all types, hotels, restaurants, amusement, entertainment, and recreational facilities (other than government), advertising agencies, car rental agencies, printing and publishing firms, media services (i.e., radio, television, newspaper), equipment repair and maintenance services, computer services (i.e., systems analysis, software time sharing, data processing).

MANUFACTURING

Aerospace - Includes establishments primarily engaged in manufacturing guided missiles and space vehicles and other aerospace equipment and related components. Research and development and other services on or for guided missiles and space vehicles are included in this industry.

Automotive & Mechanical Equipment - Includes establishments primarily engaged in manufacturing or assembling passenger automobiles, trucks, commercial cars and buses, and special purpose motor vehicles. Manufacturers of parts and accessories for this equipment are also included. Also included are establishments engaged in manufacturing machinery and equipment powered by built in or detachable motors with the exception of electrical household appliances. Included are: engines and turbines, farm and garden machinery and equipment, construction machinery and equipment, industrial mechanical equipment having detachable electric motors such as pumps, refrigeration, heating, and ventilation equipment.

Building Materials Mfrs. & Construction - Includes establishments primarily engaged in the construction of dwellings, office buildings, stores, farm buildings, and other projects of a similar character. Additionally, contractors of heavy construction (i.e., bridges, highways, dams, etc.) are included. Establishments engaged in the manufacture of building materials also belong in this category.

Chemicals, Drugs, & Allied Products - Includes establishments producing basic chemicals and manufacturing products by predominantly chemical processes to be used for the following: 1) in further manufacture (i.e., plastics, synthetic fibers, dyes); 2) for ultimate consumption (i.e., drugs, cosmetics, soaps); 3) as supplies for other industries (i.e., paints, fertilizers, pesticides, explosives).

Computers & Business Machines - Includes establishments primarily engaged in manufacturing electronic computers and peripheral equipment intended for use in electronic computer systems. Electronic computer systems contain high-speed arithmetic and program control units, on-line information storage devices, input/output equipment, terminals, data communication devices, and punched card equipment. In addition to providing technical manuals necessary for the operation and maintenance of the equipment, establishments in this industry usually furnish general-purpose computer programs and basic operating systems programs needed for effective use of the computer system. Establishments primarily engaged in manufacturing desk calculators, cash registers, accounting machines, and similar equipment are also to be included in this category.

Electrical & Electronic Machinery & Equipment (incl. Communications Equipment) - Includes establishments engaged in manufacturing machinery, apparatus, and supplies for the generation, storage, transmission, transformation, and utilization of electrical energy. This category also includes manufacturers of electronic communication and detection equipment, as well as electronic components—more specifically, electronic radio, telephone, telegraph, and television equipment and components, semiconductors, and circuits. The manufacture of household appliances is included in this group, but industrial machinery and equipment powered by built in or detachable electric motors is classified in Automotive and Mechanical Equipment.

Food & Beverage Processing - Includes establishments manufacturing or processing foods and beverages for human consumption, and certain related products, such as tobacco, manufactured ice, chewing gum, vegetable and animal fats and oils, and prepared feeds for animals and fowls.

Glass, Paper, Packaging, & Allied Products - Includes manufacturers of: 1) glass containers, flat glass, glassware, and other glass products (i.e., droppers, test tubes, ornaments, etc.); 2) pulp, paper, and paper products (i.e., tissues, cardboard, bags, envelopes); 3) packaging materials made of glass, paper (i.e., boxes, cartons, tubes) as well as plastic and metal containers.

Metals & Metal Products - Includes establishments engaged in the smelting and refining of ferrous and nonferrous metals from ore, pig, or scrap; in the rolling, drawing, and alloying of ferrous and nonferrous metals; in the manufacture of castings and other basic products of ferrous and nonferrous metals; and in the manufacture of nails, spikes, and insulated wire and cable.

Petroleum & Allied Products (incl. Natural Gas) - Includes establishments primarily engaged in exploration, drilling, well operation and maintenance, operation of cycle plants for both oil and natural gas, and mining and extraction of oil from oil sands and oil shale. This group also includes establishments engaged in petroleum refining, manufacturing paving and roofing materials, and compounding lubricating oils and greases from purchased materials.

Research &/or Consulting - Includes establishments primarily engaged in laboratory or other physical research and development on a contract or fee basis. Also included are establishments primarily engaged in furnishing a wide variety of general or specialized consulting services in any field. Include engineering firms where design and construction are not part of the firm's responsibilities. Not included are research and development laboratories of companies which manufacture the products developed from their research activities. These are classified the same as the manufacturing establishments they serve.

Utilities—Public (incl. Transportation) - Includes establishments engaged in the generation, transmission, and/or distribution of electricity or gas or steam. Such establishments may be combinations of any of the above three services. Also included are establishments providing transportation (trucking, railroads, airlines, package delivery, shipping [water]).

GOVERNMENT & NONPROFIT

Federal Government - Includes all Federal agencies and civilian positions with the armed services.

Local/State Government - Includes all township, county, city, and state government positions.

Nonprofit & Educational Institutions - Includes nonprofit organizations of all types no matter what the service or product. It also includes establishments furnishing formal academic or technical courses, correspondence schools, commercial and trade schools, and libraries.